

DEFENSE INTELLIGENCE SENIOR LEVEL
Position Vacancy Announcement
For the
National Geospatial-Intelligence Agency

Announcement No. HQ NGA DISL Tier 1 2022-07

Opening Date: 08 June 2022

Closing Date: 08 July 2022

Position Title/Series: Director, Human Capital Capabilities Advancement/Series IP-8011/Permanent

Number of Vacancies: 1

Salary Range: \$ 135,500 – \$187,300

Location: National Geospatial-Intelligence Agency (NGA)
Human Development Directorate
Springfield, VA or St. Louis, MO

Area of Consideration: All qualified applicants

How to Apply:

TO BE CONSIDERED FOR THIS POSITION, FOLLOW THE DIRECTIONS BELOW. To receive FULL consideration, you must email your complete application to hdexecutiveresources2@nga.mil or mail your application to the address below. You must identify the position vacancy announcement number with your application. There is no preferred format but the following information is required to be submitted. Incomplete applications will not be considered.

- Full Name and Contact Information;
- Country of citizenship;
- Veteran's preference status;
- Current salary and lowest acceptable salary, if selected;
- Resume, Intelligence Community Senior Officer Core Qualification (ICSOCQ) statements, and Technical Qualification (TQ) statements;
- One copy of their most recent Notification of Personnel Action, SF-50 noting your current or last position, grade, and salary level (current and former federal employees only). DoD SAFE can be used for transmitting FOUO files or Personally Identifiable Information (PII), please contact the NGA Executive Career Service Team at hdexecutiveresources2@nga.mil or 571-557-0330.
- The name, e-mail address, and telephone number of three individuals that can validate your experience.

Applicants will be rated and ranked by an agency qualification review panel using only the information submitted for consideration. Applicants who do not separately address and document their demonstrated experience, training, and/or education in support of the Intelligence Community Senior Officer Core Qualification, and document their demonstrated experience, training, and/or education in support of the Technical Qualifications will be ineligible for further consideration. Failure to provide all the required information and copies could result in an ineligible rating. Incomplete applications will not be considered.

Please direct all questions to NGAExecutiveCareerService@nga.mil.

Full application requirements can be located at.

Full application requirements can be located at

https://www.nga.mil/careers/Senior_Executive_Positions.html

Submit your application to: National Geospatial-Intelligence Agency
Mail Stop S45-HDTX
7500 GEOINT Drive
Springfield, VA 22150
or
E-mail to: hdexecutiveresources2@nga.mil (preferred)

Complete applications must be received by the closing date. A postmark will NOT prevail. Applications will NOT be returned. Please reference announcement number shown above. Applications must include *resume*, *ICSOCQs*, and *Technical Qualifications*.

BASIC DUTIES AND RESPONSIBILITIES:

The Director, Human Capital Advanced Capabilities, partners with NGA leadership to create and sustain human capital strategies and policies aligned with NGA, DOD, and IC strategy. Incumbent provides professional human resource advice and consultation, and positively influences the direction and execution of human capital programs to leverage talent to its fullest potential. Specific responsibilities include designing and implementing policies and programs to attract, support, develop and retain a diverse and highly capable workforce; ensuring functional integration of human capital programs, policies and services; and providing executive leadership over the following functions: Strategic Workforce Planning, which includes occupation, work role, and competency management, talent acquisition strategy, and workforce shaping programs; Human Capital Policy development; People Analytics, which includes methodologies, data visualization, predictive analysis and reporting; Employee engagement and course survey design, administration and analysis; Human Capital technology strategic planning and delivery of automation, enhancements and process improvement; Human capital communications to the agency workforce, including web presence and web application services; Represents NGA at various human capital management forums within the IC, DoD and Federal Government. This is a position with duty at NGA Campus East in Springfield, VA. Travel is required and extended or irregular hours may be necessary due to mission requirements.

QUALIFICATIONS:

Eligibility for this executive level position will be based upon a clear demonstration that the applicant has experience of the scope and quality sufficient to effectively carry out the assignments of the position. The successful applicants will be distinguished from other applicants by a review of the following Office of Personnel Management (OPM) Intelligence Community (IC) Senior Officer Core Qualification (SOCQ) Standards, the Technical Qualifications, and Education Requirements. Failure to meet a Qualification requirement will disqualify an applicant. Visit OPM's website for more information regarding drafting ECQs using the Challenge-Context-Action-Result model, NGA recommends this model for SOCQs.

IC SENIOR OFFICER CORE QUALIFICATIONS***Intelligence Community (IC) Senior Officer Core Qualification (SOCQ) Standard - Leading the Intelligence***

Enterprise: Required for all positions effective 1 October 2010. This SOCQ Standard involves the ability to integrate resources, information, interests, and activities effectively in support of the IC's mission and to lead and leverage cross organizational collaborative networks to achieve significant mission results. Inherent to this Standard is a deep understanding of the intelligence enterprise and a shared commitment to the IC's core values. For those without IC experience, draft narrative related to your past experience demonstrating these competencies at a comparable interagency or multi-organizational environment. (Include as separate attachment **one page maximum per competency**)

(1) Collaboration and Integration:

IC Senior officers have a responsibility to share information and knowledge to achieve results, and in that regard are expected to build effective networks and alliances; actively engage these peers and stakeholders; involve them in key decision; and effectively leverage these networks and alliances to achieve significant results. Senior officers are expected to create an environment that promotes employee engagement, collaboration, integration, information and knowledge sharing, and the candid, open exchange of diverse points of view. Candidates assessed against this competency must:

- Build, leverage, and lead collaborative networks with key peers and stakeholders across the IC and/or in other government/private-sector organizations, or professional/technical disciplines to achieve significant joint/multi-agency mission outcomes
- Integrate joint/multi-agency activities effectively exercising collaborative plans that realize mutual IC, joint, or multi-organizational goals.

(2) Enterprise Focus:

IC Senior officers are expected to demonstrate a deep understanding of how the missions, structures, leaders, and cultures of the various IC components interact and connect; synthesize resources, information and other inputs to effectively integrate and align component, IC, and USG interests and activities to achieve IC-wide, national, and international priorities. Senior officers are expected to encourage and support Joint Duty assignments and developmental experiences that develop and reinforce enterprise focus among their subordinates. Candidates assessed against this competency must:

- Understand the roles, missions, capabilities, and organizational and political realities of the intelligence enterprise; apply that understanding to drive joint, interagency, or multi-organizational mission accomplishment.
- Understand how organizations, resources, information, and processes within the IC or interagency/multi-organizational environment interact with and influence one another; apply that understanding to solve complex interagency or multi-organizational problems.

(3) Values-Centered Leadership:

IC Senior officers are expected to personally embody, advance and reinforce IC core values. Senior officers are also expected to demonstrate and promote departmental and/or component core values. Candidates assessed against this competency must demonstrate:

- A **Commitment** to selfless service and excellence in support of the IC's mission, as well as to preserving, protecting, and defending the Nation's laws and liberties;
- The integrity and **Courage** (moral, intellectual, and physical) to seek and speak the truth, to innovate, and to change things for the better, regardless of personal or professional risk;
- **Collaboration** as members of a single IC-wide team, respecting and leveraging the diversity of all members of the IC, their background, their sources and methods, and their points of view.
- Promote, reinforce, and reward IC, departmental/component core values in the workforce and ensure that actions, policies, and practices are aligned with, and embody those values.

- Ensure that organizational strategies, policies, procedures, and actions give appropriate focus, attention, and commitment to diversity of people, point of view, ideas, and insights.

TECHNICAL QUALIFICATIONS

Include TQs as separate attachments, **one page maximum per TQ**. Applicants will be rated on the TQ's identified below which are essential for successful performance in the position. These statements should be a narrative explanation of your relevant background and experience. They must show that your experience, education, and accomplishments reflect the competence and professional standing required to provide expertise required by this position. Technical Qualification Statements that do not clearly address the qualification criteria will not be adequate for evaluation. The employee selected for this position must possess:

1. Knowledge of DCIPS and IC human capital policies.
2. Experience which demonstrates ability to interpret Department of Defense and Intelligence Community human resource policies, and successfully implement programs and practices.
3. Demonstrated experience in developing, implementing, managing, and assessing human capital strategies, policies and programs in a large organizational setting.
4. Ability to direct dynamic human capital programs in a rapidly changing and resource constrained environment.
5. Experience which demonstrates understanding of human capital information systems and human capital data management functions

ADDITIONAL INFORMATION:

Evaluation Methods: Applicants will be evaluated based on job-related criteria identified under the Qualification Requirements by a screening panel of senior representatives with functional backgrounds relevant to this position. Interviews may be conducted.

Security Clearance and Access Level: This position requires access to classified Defense Department and Intelligence Community information. The individual selected must already possess, or be immediately eligible for, a TOP SECRET security clearance and access to Sensitive Compartmented Information. U.S. citizenship is required for the granting of a security clearance.

Joint Duty Credit: All NGA executive level positions require Joint Duty credit. Employees will receive joint duty credit a majority of service or rotational assignments that were at least at the GS/GG-11 or DCIPS Pay Band 3 level, and generally for at least one year, or for 179 days or more when deployed to a designated combat zone on or after September 11, 2001.

Note: Applicants without Joint Duty credit may apply for the position and can be considered. If selected, a waiver would be required prior to final appointment or provide proof of Joint Duty qualifying experience.

Selection Requirements

1. Applicant selected for this position is subject to the completion of a one-year DSL trial period. (Applicants selected from outside the Department of Defense Intelligence Community may be required to complete a two-year DCIPS trial period if they have not already done so.)
2. This position is covered under the Ethics in Government Act of 1978 (P.L. 95-521). Incumbent will be required to file an Executive Personnel Financial Disclosure Report (SF-278) with the NGA Office of General Counsel.
3. Employment is subject to requirements of the NGA Drug Testing Program.
4. Successful completion of a polygraph examination is required for employment by NGA.

Other Information:

1. Permanent Change of Station (PCS). Travel/Transportation expenses are authorized.
2. Copies of this announcement and other general information may be obtained through NGAs Website, OPM's USAJobs, or by calling or 571-557-0330.
3. Veteran's Preference: This position is a Defense Civilian Intelligence Personnel System (DCIPS) position in the Excepted Service under 10 U.S.C. 1601. DoD Components with DCIPS positions apply Veterans' Preference to eligible candidates as defined by Section 2108 of Title 5 USC, in accordance with the procedures provided in DoD Instruction 1400.25, Volume 2005, DCIPS Employment and Placement. If you are a veteran claiming veterans' preference, as defined by Section 2108 of Title 5 U.S.C., you may be asked to submit documents verifying your eligibility.
4. You may be required to relocate in the future based on NGA requirements.

The National Geospatial-Intelligence Agency is an Equal Opportunity Employer. All qualified applicants will receive consideration for appointment without regard to race, age, religion, color, national origin, sex, marital status, sexual orientation, handicap, lawful political affiliation, or any other non-merit factor. This agency provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify the agency. The decision on granting reasonable accommodation will be on a case-by-case basis.